State of USACE Family Readiness

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BUILDING STRONG®

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- *USACE Campaign Plan*
  - Goal 1: Deliver USACE support to combat, stability and disaster operations through forward deployed and reach back capabilities
  - Objective 1c: Establish human resources and family readiness programs that promote readiness and quality of life

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- **Conference Theme:**
  - Sharing Ideas Willingly

- **Purpose**
  - Discovering innovative ideas and best practices that will move us forward on the road to great

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- *Family Readiness Workshop Objectives*
  - Develop the way ahead to fulfill family readiness program goals and objectives
  - Develop concept for cooperative inter-agency family support groups based upon area
  - Continue to enhance and expand partnerships with other agencies in family readiness
  - Discover creative ideas and best practices both within and without USACE

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- **Goal 1:** Institutionalize a sustainable level of funding, staff, technology and other support for the Family Readiness Network (FRN)
  - Create a family readiness officer and staff at Headquarters
  - Establish Division Community Support Coordinators (CSC)
  - Establish and appropriate FRN budget and logistical support
    - Funding sources for district-level family readiness activities
  - Establish USACE-wide FRN
    - Includes HQ FR Staff, Executive Steering Group, CSCs, District family readiness coordinators, and more
  - Clearly define roles and responsibilities of HQUSACE, Division, Districts, Centers and Labs
    - Refine responsibilities and requirements at all levels
    - Provide requirements for District-level family readiness responsibilities

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- **Goal 2:** Establish USACE standard service requirements with additional augmentation at Division/Districts/Centers
  - Establish baseline services for the USACE Family Readiness Network
    - Pre-Deployment: Identify home station support team; provide information to family members and employees using briefings, meetings, checklists, handbooks
    - Deployment: Ensure regular contact with family members and employees; facilitate communications between family members and employees; provide family members with information on activities down range
    - Re-Deployment: Provide briefings to family members and fellow employees on reintegration into the family structure and the work place
    - Homecoming: Appropriate time off for employee; public recognition of employee, family members and employees who remained behind
    - Post-Deployment: Continue to monitor family members and employees

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- **Goal 2:** Establish USACE standard service requirements with additional augmentation at Division/Districts/Centers
  - Develop a USACE standardized protocol for casualty management
    - Apply AR 600-8-1 (30 Apr 07) to USACE; augment as appropriate with USACE regulation/SOP
    - Provide information for family members that explains the casualty management process
    - Develop a USACE step-by-step process that assists family members
    - Working with NGA and other agencies to capture best practices
  - Leverage family readiness best practices. Develop a process to identify and share best practices in USACE and outside USACE
    - Develop a system to capture and share information and best practices at the implementation level
  - Partner with other military and non-military commands and agencies that have deployed employees
    - Continue to participate with the Inter-Agency Round Table as a forum for collaborative efforts to raise issues to DoD

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- **Goal 3:** Establish an effective Communication Process between employees, families, and USACE
  - Develop a process to identify deployed employees and designated families and their locations in order to inform, educate, update, and respond to families
    - Working with TAD/TAC on a system to capture deployee family information
    - Coordinate and use existing processes, i.e., ENGLink, AOR inprocessing
  - Develop FRN communications and marketing resources
    - SharePoint Intranet for USACE FR personnel
    - Improve USACE web page
      - Standardized web site links/resources
      - Functions as the one focal web page for FR in USACE, supporting division/district level sites as available
    - Utilize social networking as appropriate
    - Organize FRGs in non-traditional ways (vFRG, inter-agency community partnering)
    - Capitalize on direct contact opportunities (i.e, organization days)

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- **Goal 3:** Establish an effective Communication Process between employees, families, and USACE (con't)
  - Develop a two-way feedback process to identify needs and requirements and deterrents to family readiness
    - Standardized reports from CSCs
    - Periodic surveys
    - Direct contact with family members and employees
    - Web-based feedback
    - Social networking tools

Inter-Agency Community Partnering

- **Community partnering based on zip codes**
  - Groups formed based on location of family members
  - Rotate locations and hosts
  - Issues:
    - Managing database
    - Planning events
    - MOUs
    - Funding
  - Coordinate and unify efforts with the Inter-Agency Round Table

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Comments and Questions

Family Readiness Magnet